

Career Direct - Persona Rubric

CRITERIA: Area of Evaluation	Greatly Exceeds Expectations (Excellent) 5 Points	Exceeds Expectations (Good) 4 points	Meets Expectations (Satisfactory) 3 points
A: Introduction			
Interview: asked important and relevant questions; reasonable time spent		4	
Cover page: Confirmed ID; discussion of "self-discovery"		4	
Table of Contents : When to use this report (to encourage future use)	5		
4 Windows page: Explain	5		
Explanation of Scales and Scores, including mid-range, introductory discussion of personality			3
B: Personality			
sought client confirmation		4	
Personality: sub-factors used to explain nuances of main factor; sought client confirmation	5		
Personality: Career Implications (Client ID of the most important ones; any not apply)	5		

Personality: Paragraphs (read paragraphs or had a discussion during the graph review to cover the same ideas); sought client confirmation	5		
Money Page Discussion		4	
Critical Life Issues: appropriate discussion	5		
C: Interests			
Circle graph: good explanations of how the client's interests are distributed; good questions	5		
Explanation of Vocation/Support/Lifestyle interest levels, with examples	5		
Working through Interests appropriately			3
Appropriate review of Interest Summary Pages (Activity/Occupation/Subject)	5		
Appropriate review of Lowest Interest Groups; red flags noted if applicable	5		
D: Skills			
Skills: appropriate review including any red flags within the Lowest Skills section			
E: Values			
Work Environment, Work Outcomes and Life Values Asked for further explanation of how client values them when needed/helpful		4	
WE, WO and LV: Any others needed to be added (top 5?) Any thing low in Values that should be noted/pointed out/asked about?		4	
F: Interactive Action Plan			

Synthesis Process: Creating the Donut	5		
Synthesis Process: Create a Funnel with client			
Next Steps: O*Net navigations			
G: ICF Core Competency Standards			
Cultivates trust & safety for the client	5		
Maintains presence	5		
Listens actively to client	5		
Evokes awareness - ask questions	5		
Facilitates client's growth			3

I Consultation

Below Expectations (Fair) 2 points	Does Not Meet Expectations (Poor) 1 point	Comments
		Little bit too long, Very good questions and prayer
		I this showing that it is her report computer generated would be nice
		Great detailed explanationw what is in the report. Multiple use explanation Great. Money is not the most important job satisfaction is
		Great explanation but too long and too Christian if speaking with someone who is not wolud be too much. Could be said shorter: We are looging for good fit for you which takes into consideration all 4 aspects visible on that screen
		She did not mentioned what the distribution of the results is and what it means that 33% results are on the left 33% in the midle and 33% on the right only 2% over 20
		many ways to express imagination. That is why she said that she is has no artistic expression.
		She was able to recognize career implication when the description was not adequate becues of results on the subfators

		She was able to recognize when the description was not adequate because of results on the subfactors
		Great explanation of money page, but going with such detailed analysis with the client should be left for Interactive action plan. Because it will be repeated.
		Sending info about budget coaching was great idea
		Allowing client to choose vocation is a mistake because client might not be suited for this selection and then you need to talk him out. Better is to say from the list provided here you are well fitted for this, this and this which one of those we should evaluate more carefully because it is your vocational interest
2		She did not analyze which skills were learned and do not have support in personality and would be hard to develop to professional level. Asking if this is correct is not adequate feedback. She explained well earlier the difference between the learned and natural. Management and oversight, Negotiations and sales Analytical thinking do not have strong backup in personality. First requires conscientiousness, second extravertism, third Cleverness
		Doubting client values and discussion about previous selection was not necessary
		I do not understand why this discussion is important. I would rather discuss which values are congruent with personality and have solid foundation and which are just a choice which could change

